



## It's all about **PRACTICE.**

This concept comes from Bowspring founder, [Desi Springer](#). While it is useful for your inner work, we find it's also particularly powerful for teams.



### **ACCOUNTABILITY**

*You become aware that something is not whole. You, your team, the tool, the task — something is not in integrity. Being accountable means taking responsibility for re-aligning and for bringing that whole back into integrity. No judgment. No defensiveness. Just...start over, without the blame and shame that keeps us stuck.*

### **MINDFULNESS**

*This is the time to pause and take stock. Open yourself to whatever intelligence is there. Take the information from failure. From the emotions in the room. Get curious. Where is that frustration coming from? That sadness? If you're aware and open, information is abundant.*

### **COMPASSION**

*Once you've taken stock, reach for acceptance. Our tendency is to beat ourselves up for whatever our contribution to a "mistake" might be. We flip to judging others. But compassion is a better alternative. If you don't sow seeds of shame around a failure, you can access lots of information that will be helpful moving forward.*

*And that brings us back to Accountability.*

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